



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 04-01-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

---

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

---

January 27, 2004

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95687

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Due to operational needs within Metering Services, Company will be consolidating the GMI (Gas Meter Inventory) Department from 42100 Boyce Road in Fremont with the EMI (Electric Meter Inventory) Department at 4801 Oakport Street in Oakland on approximately April 5, 2004. Organizationally, these employees are assigned to a Customer Service department, however, are contractually aligned with Operating Clerical.

As part of this move, four incumbent Administrative and Technical (A&T) clerical staff are moving. The Company proposes, pursuant to Section 18.17 of the Clerical Agreement, to reclassify the four non-bargaining unit clerks to Operating Clerk, classification code 2662. The placement of these individuals into the bargaining unit will comply with Subsection 4.1(a) of the Clerical Agreement.

The seniority of the four employees shall be determined in accordance with Section 17.3. Should clerical bargaining unit employees at the Oakport headquarters be affected by any Title 19 activity, the provisions of Exhibit I shall apply.

## 1. Classifications

The following four incumbent employees, listed by classification, will be reclassified to Operating Clerk, classification code 2662.

### Sr. Administrative Clerk (4002)

Benjamin Ko  
Leticia Blanco-Barron  
Rosemary Papadopoulos  
Nellie Wong

Effective April 5, 2004, these employees will be considered to be in the EMI/GMI Department, Operating Clerical Line of Progression.

The four employees listed above will not have their positions downgraded as a result of the Clerical Job Evaluation System as long as they remain in their current positions.

Future clerical vacancies in this Department will be filled in the normal Operating Line of Progression, with the actual classification determined by the agreed to Clerical Job Evaluation System, in accordance with Title 18.

**2. Wages**

The four employees listed above will have the same wage rate as Operating Clerk (2662); they will be slotted into the first step of the Operating Clerk wage progression, which is higher than the employee's present wage rate. The following 2004 Wage Schedule will be applied.

Start	815.00
End 6 Months	862.70
End 1 Year	910.35
End 18 Months	936.90
End 2 Years	963.60
End 30 Months	990.20
End 3 Years	1017.25
End 42 Months	1043.35
End 4 Years	1079.90

The employees will be slotted into the wage schedule as follows:

<i>Name</i>	<i>Current Wage</i>	<i>Proposed Wage</i>
Benjamin Ko	\$ 963.95	\$ 990.20
Leticia Blanco-Barron	\$ 980.10	\$ 990.20
Rosemary Papadopoulos	\$ 988.20	\$ 990.20
Nellie Wong	\$ 985.85	\$ 990.20

Additional wage increases shall be in accordance with Title 13 and Exhibit F of the Clerical Agreement. If granted, these employees will be eligible to receive a PIP payment for the 2003 performance payable in 2004.

**3. Benefits**

The four employees will continue to be treated as A&T employees through April 2, 2004 in all applications of their benefit programs. They will receive bargaining unit enrollment packets for making their 2004 elections once placed into the Operating Clerk classification.

**4. Hours**

The four employees will work a 9/80's work schedule in accordance with the existing local letter of agreement for the EMI department.

**5. Bidding Unit**

These operating clerical positions will be included in Bidding Unit 1, Bidding Area 2.

**6. Demotion Unit**

These operating clerical positions will be included in Demotion Unit 1, Demotion Area 2.

**7. Testing**

The four employees listed above previously met the requirements to pass the Clerical Test Battery.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

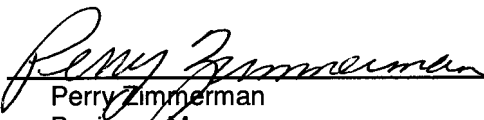
PACIFIC GAS & ELECTRIC COMPANY

By:   
\_\_\_\_\_  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

  
\_\_\_\_\_, 2004

By:   
\_\_\_\_\_  
Perry Zimmerman  
Business Manager